

Carlsbad Police Department



Police Officer Recruit

**Monthly Salary:
\$3,785 - \$4,600**

**We are collecting
applications for
future test dates.**



Statement of Values

With a commitment to professional excellence we, the members of the CARLSBAD POLICE DEPARTMENT, provide quality service to the community to ensure the preservation of life and property and the maintenance of law and order. In doing so:

- We protect the rights of all persons.
- We strive to treat every person with respect, dignity, and compassion.
- We are committed to personal integrity, common purpose and support of each other as essential to an effective and productive work environment.
- We provide leadership in our profession as an example for all law enforcement and to guarantee the best possible service to our citizens.

The CARLSBAD POLICE DEPARTMENT is located in Northern San Diego County and is a progressive growing department consisting of approximately 109 sworn officers and 41 non-sworn personnel. Opportunities for varied assignments such as uniformed patrol, detectives, K-9, off-road enforcement, motorcycles, beach patrol, traffic, vice and narcotics, and business liaison are part of the departments programs to stimulate individual growth and development.

IDEAL CANDIDATE

The Carlsbad Police Department's "Ideal Candidate" exemplifies department values, is a leader, role model, team player, and problem solver. The "Ideal Candidate" applies to the concepts of community oriented policing while maintaining an effective enforcement profile.

EXAMPLES OF DUTIES

Attends the Regional Law Enforcement Academy, certified by the California Commission on Police Officer Standards and Training (POST), to obtain a comprehensive overview of the criminal justice system and specialized training in various laws, law enforcement techniques, practices and procedures, and first aid.

This is a non-sworn, civilian police officer trainee position designed only to employ Police Officer candidates during the initial, formalized, basic police officer training. Police Recruit is distinguished from the next higher class, Police Officer, in that recruits are not assigned any active law enforcement duties and do not have police officer powers. Recruits may be sworn in as Police Officers mid-way through the police academy.

Minimum Requirements

High school graduate or have passed GED test. Not less than 21 years old at time of appointment. In possession of and maintain a State of California Class C drivers license. Must possess the knowledge, skills, abilities, personal character and mental and physical health to perform the duties of a peace officer in accordance with the examination process.

SELECTION PROCEDURE

Written Exam: California POST Entry-Level Law Enforcement Test Battery.

Oral Appraisal Interview: Appraisal of general experience, education, judgment, problem solving ability and communication skills. Those candidates who are categorized as "Highly Qualified" will continue in the selection process.

Physical Abilities Test: California POST compliant physical abilities test.

Background Appraisal Interview: Completion and review of detailed Personal History Statement. Candidates meeting the basic criteria will continue with a background investigation.

Comprehensive Background Investigation: A detailed investigation of the candidate's personal history and suitability for employment as a law enforcement officer based on the job dimensions identified by POST. This investigation will include a lie detection polygraph screening.

Captain's & Chief's Interviews: Personal interviews with the Captain of Field Operations and Police Chief.

The Chief of Police may select/appoint any individual who has successfully completed the process. Appointments are probationary for one year after successful completion of academy. The final step before hire is a required medical and psychological evaluation.

Summary of Benefits

Education Incentive: Based on POST Certificates \$60 for Intermediate and \$90 for Advanced paid biweekly.

Bilingual Pay: \$40 paid biweekly to qualified employee.

Retirement: The City provides retirement benefits under the Public Employees' Retirement System. Other benefits covered under PERS include disability, death and survivor benefits. The retirement benefit is based on highest year of income, using 3% at age 50 formula.

Group Health Insurance: Cafeteria Plan (PERS Health)

Life Insurance: The City provides life insurance equal to one times annual salary. Employees may purchase additional life equivalent to one times the base amount.

Uniform Allowance: Uniform allowance is \$650, paid out on a biweekly basis in the amount of \$25.

Corporal Program: Promotional program available to qualified officers. Corporals receive an additional 5% above top step police officer and are identified by uniform chevrons.

Deferred Compensation: Employees may contribute a portion of their salary to a tax-deferred savings account.

Holidays: Twelve paid holidays plus one floating holiday per year.

Vacation: One to five years service, 10 days. Six to ten years, 15 days., up to a maximum of 20 days. Employees are eligible for paid vacation days after they have been employed with the City six (6) full months. All police employees are entitled to accrue vacation up to a maximum of 320 hours.

Sick Leave: Accrued at the rate of 12 days per year. Unused sick leave may be accumulated.

City Mission Statement

Our mission is to provide top-quality services to our citizens and customers in a manner that enhances the quality of life for all who live, work, and play in Carlsbad.

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EQUAL OPPORTUNITY EMPLOYER

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